

To the Members of the California Assembly:

I am returning Assembly Bill 1184 without my signature.

California is facing a nursing shortage and there are not enough nurses and certified nursing assistants to provide coverage in State hospitals and health care facilities. Because the State has difficulty recruiting a sufficient number of these dedicated professionals for its hospitals and other health care facilities, the State relies on mandatory overtime staff to meet minimum level-of-care staffing requirements. My administration has made the training and recruitment of new nursing professionals a high priority, with the added goal of filling vacant nursing positions and reducing the resulting overtime throughout state service.

Additionally, the Ralph C. Dills Act requires that the state employer and the exclusive representative of rank-and-file state employees meet and confer in good faith over employee wages, hours of work, and terms and conditions of employment. This bill would unilaterally establish provisions governing hours of work for represented health care employees, thereby, circumventing the collective bargaining process and the collective bargaining agreements negotiated between the parties. If the State is to have good faith collective bargaining, then wages, hours and terms and conditions of employment must remain subject to negotiation.

Sincerely,

Arnold Schwarzenegger